

**ADMINISTRATOR'S  
POLICY STATEMENT ON...**

## **THE PREVENTION OF HARASSMENT**

The Federal Aviation Administration is committed to being a model Equal Employment Opportunity (EEO) employer. Harassment based on race, color, religion, sex (including pregnancy and gender identity), genetic information, national origin, age, disability (mental or physical), sexual orientation or reprisal for participating in protected EEO activity will not be tolerated. To achieve our strategic goal to have a model EEO workplace, the FAA must strive to eliminate any discriminatory harassment within our organization.

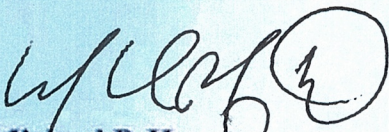
Harassment includes unwelcome verbal or physical conduct based on race, color, religion, sex (including pregnancy and gender identity), genetic information, national origin, age, disability (mental or physical), sexual orientation or reprisal for participating in protected EEO activity. Harassment becomes unlawful, where 1) enduring the conduct becomes a condition of continued employment, or 2) the conduct is severe or pervasive enough to create a hostile work environment. Harassment includes, but is not limited to: sexual advances or sexual favors; labels, epithets, slurs or negative stereotyping; threatening, intimidating or hostile acts; and jokes or other written or graphic materials (including electronic media) displayed or circulated in the workplace that degrades a group.

Sexual harassment is also unlawful. Sexual harassment involves unwanted or unwelcome sexual advances, requests for sexual favors, and other verbal or physical harassment of a sexual nature. Offensive remarks about a person's sex, or any other type of harassment that is based on a person's sex, is also considered sexual harassment.

I expect all FAA employees to monitor their own conduct in the workplace and to act in conformance with applicable law and agency policy. I also expect employees to report any harassment they may witness to the Administrator's Hotline, the Office of Civil Rights, the Office of Security and Hazardous Materials, or the FAA Accountability Board. In addition, any executive or manager who becomes aware of harassing conduct must take immediate and appropriate action to stop the conduct and to prevent it from reoccurring. Any employee who has engaged in unlawful harassment will be subject to appropriate disciplinary action under the agency's Conduct and Discipline policy.

Please do your part to prevent and eliminate discrimination and harassment in the FAA. Communicate this policy to others and demonstrate your support of the policy by modeling professional behavior in the workplace.

For additional information, please contact your local Civil Rights Office or visit: [http://www.faa.gov/about/office\\_org/headquarters\\_offices/acr/](http://www.faa.gov/about/office_org/headquarters_offices/acr/)

  
**Michael P. Huerta**  
*Acting Administrator*

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